July 2000

# ED NEWSLETTER

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IN THIS ISSUE



## *"ED Newsletter" Back in Circulation*

By CAPT John A. Edwards, BUPERS PERS-445

I enthusiastically welcome the new and improved electronic version of the *ED Newsletter*. As we meet with you on our travels, we have received numerous requests to start publishing the newsletter again. I am sure you will be pleased with the product Ida Thompson has put together. We welcome your comments and encourage you to continue sending new ideas and suggestions to Ida for the newsletter.

A big welcome aboard to LCDR Dave Kohnke who has joined the Millington Detailer Team. Dave is an electrical engineer coming from NSWCD Dahlgren, VA. He will be detailing first tour lateral transfer officers as well as managing our recruiting efforts and the ED Option Program.

CDR Tim Atkinson and I have just about made the circuit to most of our major geographic areas to meet with you. Keep an eye on the WEB site for notice of future trips. My goal is to get around to each area every 18 months if the travel money holds out. I have been really impressed with the quality of officers we have in our community and the enthusiasm I am greeted with in the field. The only complaint I have is there is just not enough of you! Please continue to spread the good news about our community and provide our names and phone numbers as well as our WEB site address to those you meet who may be good candidates for lateral transfer. As most of you have heard from our travel pitch, the shrinking number of Lateral Transfer applicants continues to be our number one concern.

***LCDR Dave Kohnke***

Be on the lookout on the WEB site for a new recruiting tool under development by the EDO School to help Lateral Transfer candidates learn more about us. We hope to get it up on-line this summer. You might learn a little more about our highly diverse community yourself if you cruise through the program.

We are hard at work formulating the calendar year 2001 assignment slate. If you have

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# MESSAGE FROM VADM GEORGE P. NANOS, JR. COMNAVSEA AND SENIOR ED

I'd like to take this opportunity to tell you what's been going on here at NAVSEA recently—how we're promoting ourselves, some of our challenges, and some major events with which we've been involved. This is a great time to be an ED and a great time to be in NAVSEA. So much is changing as NAVSEA is reinventing itself and it is a great feeling to be in on the ground floor and help invent the future of the Navy materiel establishment.

**Critical Briefings**

We recently briefed ASN (RD&A) Dr. Buchanan about Fleet maintenance metrics and funding. I was able to show him the fairly close correlation between the amount of time a ship is in a fully mission-capable condition—in other words, when it's free of C3 and C4 CASREPS—and how much we spend on its maintenance. To most of us that correlation seems obvious, but to some it isn't. The fact is, we haven't been funding all of our maintenance for a number of years now and, particularly with our surface and amphibious forces, it's starting to show.

I briefed the Four-Star Conference on the issue of Intermediate and Depot (I&D) maintenance consolidation on behalf of the two Fleet CINCs. This is a work in progress, and I felt that this brief not only advanced the cause of I&D maintenance consolidation, but put NAVSEA and the fleets solidly on the same team.

I briefed the CNO and VCNO on NAVSEA's organizational activities and initiatives, including: our efforts at unifying NAVSEA as a single corporation; our family of brands approach; and how important all of this was to the future of NAVSEA and its performance in support of the fleet. I also presented our new corporate value statement, "Keeping America's Navy #1 in the World." Their response was exceptionally positive.

Finally, I briefed CINCLANTFLT and CINCPACFLT. I talked to them about NAVSEA's goals and our critical few (our make it or break it issues). One of CINCLANTFLT's questions concerned finances: the issue of how little funding the Fleet's been getting and how much funding stays in the infrastructure. It was an interesting interaction, because it gave me the opportunity to talk to both CINCs in some depth about just where NAVSEA spends its money. It so happens that during this past year, NAVSEA went through and reviewed all Command OM&N expenditures, and we took what I feel is a novel approach to dealing with our funding shortfalls. Instead of the usual "salami slice" approach, we actually prioritized which programs to reduce and which programs to preserve at full funding, all because we really do have control and visibility over what we're doing.

During the past year, NAVSEA has enjoyed exceptional visibility with SECNAV. RADM Carnevale, then our PEO DD21, was with the Secretary for the formal announcement that the Navy was going to go to Integrated Power Systems (IPS) including Electric Drive in the DD21. The Secretary visited our "NAVSEA City" exhibit during the Navy League's Sea-Air-Space Exposition in Washington, D.C., in April. I think Secretary Danzig really enjoyed introducing himself to the folks there, and he showed a lot of interest in many of our displays, particularly those involving saving labor for Sailors. I also joined him at the Carderock Philadelphia machinery test site to view the IPS test configuration and to observe the pouring of a Virginia class propeller at the foundry in Philadelphia.

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**Challenges**

I'd like to talk to you about some of the challenges facing NAVSEA right now.

**Battle Force Interoperability** remains a challenge for us. We're going to have to continue to press not only the Distributed Engineering Plant and the D-30 process, but also to move on with the Design Reference Mission and interoperability metrics. In the coming months, we'll be shifting into something called the Joint Distributed Engineering Plant (Joint DEP); as it turns out the DEP concept is catching on at the Joint level. It's becoming clear to OSD leadership that if we're going to be able to operate, not only as integrated battle groups but also with our Joint coalition partners, the DEP concept has to be expanded.

NAVSEA has been heavily involved in something called the Single Integrated Air Picture (SIAP), where we're dealing with interoperability problems at the joint and combined level. A JROC (Joint Requirements Oversight Council) memorandum was signed out in June, and RADM Mathis of our Surface Ship Technology Division and Commander of the Naval Surface Warfare Center, was designated as the SIAP Systems Engineer at the DoD level. NAVSEA is standing up a new office that RADM Mathis will run as the focus for interoperability at the Joint level. Our early work will involve proposing fixes to known problems identified in past exercises/operations, implementing a road map for interoperability in the future, and actually devising the engineering process that will go with this initiative we call the Joint DEP.

Another major ongoing initiative that's happening in all the SYSCOMs, not just NAVSEA, is something called **Enterprise Resource Planning (ERP)**. The idea is a lot like Business Process Reengineering (BPR). You go in and lay open your business processes. You reorganize your business processes. You recognize that there are best practices that are available that have already been engineered with software systems supporting them, and so you buy those processes and the software that supports them. You readjust your processes to correspond to the best practices around, and then you execute your program.

Right now NAVSEA ERP efforts are centered around Fleet maintenance. In LANTFLT we've gone 50/50 in terms of establishing a joint venture to develop ERP processes to undergird Fleet maintenance. We're starting in LANTFLT in Norfolk, with the goal being to roll out successively into each Fleet concentration. There are over 140 IT systems today that are involved in Fleet maintenance. Those systems have a variety of different stovepipe databases. That means you can't get CSMP data into the shipyard database, and vice-versa. And that means we're really locked out structurally from making any changes or improvements. What we'll be doing is taking the majority of those IT systems and replacing them with an integrated commercial software package that will give us a shared data environment. The result: we'll have a shared database that's interoperable and integrated, with all of our major processes sharing from that database.

Many of the most successful companies in this country have gone to some sort of ERP system. True, many of them have described it as a very painful, harrowing experience, but nonetheless a very important one in order to facilitate modern business processes and improve profitability. When you talk about profitability, NAVSEA, of course, doesn't make a profit, but we do try to generate efficiency and productivity. It's time for us to stop relying on miracles; we need to put in a structure that allows us to do business intelligently. ERP is that structure.

Another key challenge that NAVSEA faces is the **submarine availabilities** going on in our naval shipyards. Over the last seven years, we've had 11 major submarine availabilities; over the next seven years, we're going to have more than 35. By 2002 we'll have roughly 25 percent of the submarine force in major availability. We've got issues associated with getting the funds identified to be able to get the right amount of planning done and material ordered so that we can get a fast start on these ships. We have issues with manpower and, in some cases, we have issues with management. Our goal is to make sure that we adhere to cost quality and schedule so that we do not keep our critical submarine assets locked up in our shipyards.

I think the key to success is to recognize that the last time we had this number of submarines in availability, we had six Naval shipyards doing nuclear work, 67,000 shipyard workers, and one of the commercial shipyards—Newport News—doing submarine refueling. Today, we have four naval shipyards doing nuclear work, only 22,000 people, and none of the private shipyards playing. We have to realize that, with 22,000 people divided among four shipyards, we no

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longer have the surge capability we had in those prior years. Our management of this workload has to be done in a much more sophisticated and deterministic way; we just can't throw manpower at the workload anymore and save the day.

**Distance Support**

I'd like to talk to you a little about Distance Support, i.e., using the information super highway. It's becoming more and more obvious who is going to thrive and who is not. For example, my son, who was born in the '70s and is reaching his 30s now, does almost everything over the Internet. Where I would call the airlines if I wanted an airline ticket, he calls an Internet site where you bid for the lowest price. Using the Internet and all its aspects has become a way of life for many people in this country. And most of these people are younger people—exactly the people we're recruiting and trying to keep with us in the Navy.

Here at NAVSEA we're stepping up to the use of the Internet and e-business, starting with initiatives like our Integrated Call Center [1-877-4-ONE-TOUCH]. The Call Center receives up to 400 calls a week. We solve 70 percent of the problems in four hours, and we carry over only 5 to 7 percent of problems to the next day. We're talking about telemaintenance distance support, the afloat supply department of the future.

Our vision is for a web portal for our Sailors at sea. Basically, a Sailor will be able to go to one site on the Internet, and all the support, regardless of where it comes from—the Warfare Centers, the SYSCOMs, contractors, what have you—the whole support infrastructure of the United States Navy will be leveraged through the e-portal which will be supported with robust ERP systems and common databases. It will give our customers the kind of seamless support they need for the future. It will have everything they need to do their jobs: aviation issues, C4I issues, HM&E issues, combat systems issues, medical issues, supply issues, training issues, as well as a number of other links.

If you look at our distance support initiatives, NAVSEA is not only working within itself, but we're working in an environment of common purpose with several different organizations. Our original partner was NAVSUP, with whom we pioneered the One Touch support line. But CNET is involved with training, and there are the folks that are going to do the disbursing. The Navy Chaplains have signed up; we'll have a 24-hour-a-day, 7-days-a-week teleministry. We have contractors who are supporting various pieces of our equipment signing on. One after another, organizations are joining us in this exercise. What we're finally getting here is a common set of goals and purposes that, via the Internet and one electronic portal, deal with our Fleet customers directly and meet their needs.

The *Lincoln* Battle Group is going to be our first Distance Support installation in the Fleet as a battle group. In the next couple of years, we'll extend distance support to all of our battle groups--*Harry S. Truman*, *Connie*, *Vinson and others.*

Of course, a good part of Distance Support will depend upon, and will have to use, the Navy Marine Corps Internet. We already have fairly good connectivity for all of our facilities here at NAVSEA, amongst ourselves, and it's getting better all the time. But the truth is, you can't run a business if you can't get to your customer. And if the connectivity to the customer isn't good, if the Navy as a whole isn't running over a robust set of IT resources and connectivity, then our out-reach to the Fleet will be flawed and we'll never really connect adequately with our customer.

So NAVSEA, along with the rest of the Navy, is in the process of moving toward the Navy Marine Corps Internet. It turns out that NAVSEA's not very far off in terms of being able to provide all the services that we have today through the medium of the Navy Marine Corps Internet within the dollars we've been spending now for NAVSEA's IT resources. It doesn't quite match—it misses by a small percentage—but to a certain extent that might drive us to be a little bit more efficient in terms of how we deploy our resources. And if there are any really critical things that we suspect are going to "fall off the plate," I'm confident that we'll be able to find the resources to meet those. But the key point here is that NAVSEA is making the stretch to support the Navy Marine Corps Internet because that entity will bring the whole Navy together, and it will give us the connectivity we need to have with our customers.

**Commander's Forum IX**

NAVSEA held its ninth Commander's Forum in Portsmouth, NH, in June. When I came aboard as Commander of NAVSEA two years ago, we began holding more frequent Commander's Forums. They give me a better ability to stay in contact with all aspects of the NAVSEA

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# MESSAGE FROM RADM ROLAND B. KNAPP PEO AIRCRAFT CARRIERS

In March 2000, I assumed the duties of the Program Executive Officer for Aircraft Carriers having been previously assigned as Fleet Maintenance Officer, U.S. Atlantic Fleet.

PEO Carriers is chartered to maintain the current in-service fleet and oversee the design, build and acquisition of the future class of aircraft carriers. With a multi-billion dollar operating budget, it is imperative we ensure our people are skilled, diversified and capable of managing such complex programs. To achieve this, we must cultivate our EDs and provide a path for them in positions of increasing responsibility throughout their careers. My Fleet experience, joined with a prior assignment in Naval Sea Systems Command as the Aircraft Carrier Program Manager (PMS 312), has enabled me to better understand the Aircraft Carrier enterprise, look at our challenges and visualize the success for the future.

The Aircraft Carrier Programs represent the largest ship acquisition program in the U. S. Navy. PEO Carriers is comprised of the Aircraft Carriers Program Office (PMS 312) and the Future Carriers Program Office (PMS 378). PMS 312 has total responsibility for our in-service platforms, including Refueling Complex Overhauls (RCOH) and Smart Carrier initiatives. PMS 378 is moving toward major milestones for both CVN 77 and CVNX. We expect to award the CVN 77 detail design and construction contract in mid-December 2000 and received Milestone I approval for CVNX 1 on May 31, 2000, followed by award of a contract to start a CVNX 1 Integrated Product and Process Development (IPPD) design effort in July 2000. Both Program Offices face challenges of decreasing budgets, recapitalizing the Fleet by harnessing technology improvements, combining new acquisition and business methodologies, and evolving to a network-centric environment.

To overcome these challenges, we are pressing forward on initiatives that will reduce the total workload by approximately 15% while enhancing quality of life and lowering total ownership costs. We can achieve these goals by adhering to a disciplined systems engineering approach and transitioning to a knowledge-based enterprise where our people learn constantly, innovate continuously, and are empowered to make quality decisions faster. The result will be an affordable, reliable, ready, and deployable aircraft carrier that is truly a national asset to our country and the taxpayers. □

# MESSAGE FROM RADM KATHLEEN K. PAIGE ASN(RDA) CHIEF ENGINEER AND DIRECTOR FOR TAD AND SYSTEMS ENGINEERING (PEO TSC-T)

Combat system & C4I experienced officers have gained increasing prominence in the Engineering Duty community over the last dozen years, a transition that was validated by the Engineering Duty Officer Flag Officers at our offsite in 1997. Because of that preparation, EDs today are recognized across DoD and the joint forces as key leaders in Theater Ballistic Missile Defense; Interoperability; Cooperative Engagement; Strike; Strategic Systems; and C4ISR—areas critical to the Navy's future.

Just a couple examples from my own organization, PEO TSC:

- Last fall we enjoyed a historic success at the Pacific Missile Test Facility (PMRF) with the first guided flight of a prototype Navy Theater Wide Ballistic Missile Defense Standard Missile, SM-3. This exercise, the first in a series of AEGIS Leap Intercept (ALI) flight tests, involved the launch and guidance of an SM-3 missile into the exo-atmosphere by USS SHILOH, using a developmental

*SM-2 Bkl IVA in test.*

AEGIS Weapon System (LINEBACKER) against a simulated dynamic test target. This exercise set the Navy on course to field one of the most profound combat capabilities in our history. The exercise was conducted though the close coupling of three of our key combat system program offices, Navy Theater Wide Program, Standard Missile Program, and AEGIS Combat System Program. Each of these programs is headed by a Combat System ED 06 Program Manager and is supported by a number of O4/O5 level EDs.

***A Terrier Missile Target (TMT) launches from the Pacific Missile Range Facility (PMRF) Barking Sands, HI, as part of Pacific Blitz, June 8. PACBLITZ is part of the Navy's Theater Ballistic Missile Defense development. This was the first exercise involving simultaneous tracking of multiple Theater Ballistic Missile Defense (TBMD) targets.***

- Another first occurred in June with the successful conduct of "Pacific Blitz", also in association with PMRF. This Commander, Third Fleet and PEO TSC sponsored bilateral exercise involved ships and aircraft from the ABRAHAM LINCOLN Battle Group; a LINEBACKER AEGIS cruiser; AEGIS DDGs and a Japanese DDG. Marine, Army & Air Force assets were also involved, some directly, others via landline. PMRF fired four ballistic missile-like targets and two air defense type targets. The ships tracked the targets, sharing data among the players; Japan's DDG fired an SM-2 missile against the cruise missile target; and the aircraft conducted a strike mission. It was awesome!

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***CTV-1A SM-3 launch from USS LAKE ERIE***

# MESSAGE FROM RADM WILLIAM R. KLEMM CINCPACFLT (N43)

Aloha from the Pacific Fleet. I'm pleased that the *ED Newsletter* is back in circulation. This is my first article in a series that addresses the role of EDs and the many challenges we face in the future.

The Pacific Area of Responsibility (AOR) is a big place. With over 100 million square miles of ocean, the shores and islands of the Pacific are home to over 40 nations, 2/3 of the of the world's population and 7 of the 10 largest militaries in the world. A strong U.S. Naval presence in this region is vital to our national interest. Simply stated, my mission is to keep our ships, submarines, carriers and **aircraft** ready to support the Unified Commander's war fighting plans.

How am I doing this? For openers, I'm not doing it alone. Figure 1 is a geographical snapshot of the EDs in the Pacific AOR. What are we doing? In our day-to-day business and in our long range planning, the Pacific Fleet maintenance community uses the following CINC priorities as our guidance: (1) Maintaining Readiness (2) Becoming more cost effective (3) Expanding future capabilities (4) Recruiting and retaining quality people. Each priority is interrelated to one another. Affect one and it will impact the others.

Maintaining ship and aircraft readiness through planned as well as unplanned availabilities is our first priority. However, much of our current effort is being expended on priority No. 2, improving cost effectiveness. CINCPACFLT has recently challenged us to continue the consolidation of regional maintenance in the PACNW region. We become more cost effective by reducing infrastructure and we increase readiness by better utilization of an integrated work force. Sailors get a better quality of life that leads to better retention. As the cost of maintenance goes down, a better balance is struck with respect to readiness and modernization funding. We all know it is not going to be this easy. But the ED community is at the forefront in the consolidation of our Navy maintenance facilities. Subsequently placing them under one financial system is an extremely powerful concept that further enhances flexibility. A topic for a future installment of the *ED Newsletter*.

In closing, I want to simply state to all EDs that you are always recruiting for our community, by your daily actions in support of the Fleet. Check out the accompanying chart and show your contacts that we are where the action is. Your leadership represents the future of the community and the significant role we play for the Navy.

Carry On In The Finest Traditions …

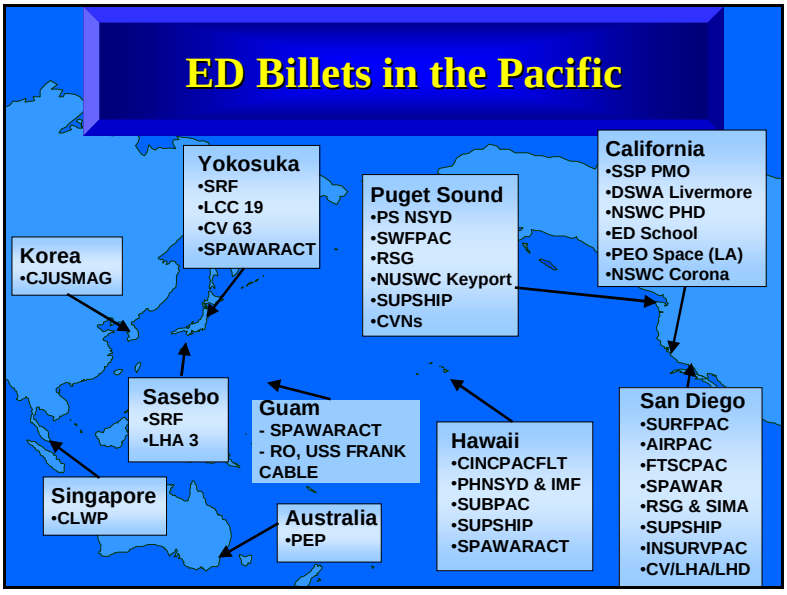


***Figure 1. ED Billets in the Pacific Area of Responsibility (AOR)***

# MESSAGE FROM RADM ANTHONY W. LENGERICH OPNAV (N43)

Welcome to our revitalized community Newsletter! Our intent is to fill each issue with information about what we EDs are doing throughout the Navy. I think you'll be surprised at the variety of jobs that we do and the Commands we are assigned to. Let us know if our articles are on target and how we can make them more helpful to you.

I want to use this issue to introduce you to our roles on the OPNAV and Navy Secretariat Staff here in Washington DC. In later issues we'll learn more about these jobs, meet the EDs who fill these positions, discuss their work and find out what they think about their jobs.

We have 11 ED billets on the OPNAV staff (2-O6s, 8-O5s, and 1-O4 ) and 2 on the Navy Secretariat Staff (1-O6 and 1-O5). We also fill other billets in these organizations, i.e., my billet as N43, two billets in N6, Executive Assistant to ASN (RD&A), and DASN C4I Project Officer. Each officer is hand picked for his or her job.

Everyday they work right alongside the most senior officers, civil servants and political appointees in the Department of the Navy. They draft and review policy, coordinate and prepare various positions and alternatives, research background materials, and most importantly provide their advice, experience and knowledge.

Wherever and whomever they serve, I hear one consistent theme about their performance. That is that they are highly valued for their disciplined approach to complex problems, their enthusiasm for the job, the depth of their practical experience and their insistence on telling it the way they see it.

Some of the non-ED positions we currently fill do not have to be filled by EDs. It's a tribute to our officers who have served "in the puzzle palace" that whenever a projected rotation date (PRD) comes up there is considerable pressure to replace each of them with another ED.

Let me close with this thought. None of us became EDs because we wanted to go to Washington and serve on a staff. Yet this is the one place where our unique combination of education and experience can make a significant impact on the long-term future of the Navy. When you're here, you're the expert. You're the one who worked in the shipyards, warfare centers, field activities, SYSCOMs and program offices.

Until my next "slot" for an article, if you're thinking about future jobs for you, think about serving where you can make a difference from the top. □

# MESSAGE FROM RADM DALE E. BAUGH NAVSEASYSCOM (SEA 04)

Next month will mark one year since I assumed the duties of Deputy Commander for Fleet Logistics, Maintenance, and Industrial Operations (SEA 04). Coming to this job from the field as CO at a Naval Shipyard, has broadened my perspective regarding the vital role EDs play supporting our Fleet. Working inside the beltway has re-enforced personal beliefs and values learned throughout my career. Many of these values are shared by my ED colleagues throughout the Department of the Navy. We serve in a wide variety of roles as a community, to influence change to better serve the Fleet. It's all about focus on the sailor at sea. So how do we make it work? Through relationships and partnerships as we carry out our assigned mission and responsibilities.

Whether at the Pentagon, System Commands, or Fleet Offices, you will find EDs harnessing their resources, applying what has been learned on previous assignments, and exhibiting entrepreneurial behavior in order to change the way the Navy is doing business.

NAVSEA 04 is a diverse and dynamic organization. The Directorate is the largest component within the NAVSEA Corporation responsible for providing leadership and management of the Naval Shipyards, Supervisor of Shipbuilding, Conversion & Repair (SUPSHIPs), and NAVSEA Logistics Centers. It

has been a hot bed of activity with our in-volvement and leadership role supporting various NAVSEA corporate and Department of the Navy initiatives. Whether it be planning for future SSN 688 Class submarine overhauls and Fleet Maintenance Enterprise Resource Planning (ERP) to Distance Support for Maintenance & Engineering and I & D Consolidation, the SEA 04 team is involved.

Perhaps, the upcoming SSN 688 Class overhauls represent one of the greatest challenges that we face. Over the next seven years we will execute major availabilities on at least 35 688s and with four fewer Naval Shipyards than we had a short time ago. With as many as 14 submarines simultaneously undergoing availabilities, we cannot afford any schedule delays in the shipyards. We are devoting considerable attention in planning for this workload and have initiated a refueling and overhaul program called "The Submarine Factory." The Factory will ensure our subs return to operational status on time through rigorous process planning, best practices and teamwork among NAVSEA headquarters, industry, the Naval Shipyards and the Fleet.

Another example of how we are partnering and supporting our field operations is with the establishment of Naval Shipyard Representative Offices (NSRO) at each of our yards. The NAVSEA NSRO will be responsible for oversight and assessment of Naval Shipyard operations, ship safety, supporting implementation of corporate processes and procedures, and assisting the Naval Shipyards in resolution of problems needing headquarters involvement. The NAVSEA NSRO reports directly to Commander, Naval Sea Systems Command with access to all Deputy Commanders and Program Managers for matters under their cognizance. We are currently in the process of establishing the first office at Pearl Harbor. I'll tell you more about this project in future articles.

SEA 04 ED billets offer a wide range of opportunity for career growth. There are three positions on my headquarters staff, 13 command positions in the field and 14 other O6 leadership positions at our field activities. From being a Deputy Director for SUPSHIP Management to Commanding Officer at a Naval Shipyard, you are considered the "go to guy" for answers to challenges that arise. Assignments at

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## FY-01 ED Flag Selection

Captain Paul E. "Sully" Sullivan was commissioned in 1974 following graduation from the U.S. Naval Academy, where he majored in mathematics. He holds dual degrees, Master of Science in Naval Architecture and Marine Engineering and Ocean Engineer from Massachusetts Institute of Technology (MIT). He is an Engineering Duty Officer and is qualified as a Surface Warfare Officer, as an Engineering Duty Officer qualified in submarines, and as an Acquisition Professional.

Captain Sullivan's initial sea assignment was aboard USS DETECTOR (MSO 429), where he served in positions of Engineering Officer, Operations Officer and Executive Officer.

Captain Sullivan's shore assignments include Associate Professor of Naval Architechture at MIT; Deputy Ship Design Manager for the SEAWOLF class submarine at Naval Sea Systems Command; Director, Submarine Programs, on the staff of the Assistant Secretary of the Navy (Research, Development and Acquisition); and Major Program Manager, SEAWOLF Attack Program (PMS 350), Program Executive Office, Submarines. Additionally, Captain Sullivan has served at the Norfolk Naval Shipyard and Supervisor of Shipbuilding, Groton. In May 1998, he reported to his current assignment as Major Program Manager, VIRGINIA Class Submarine Program (PMS 450), Program Executive Office, Submarines.

Captain Sullivan's awards include the Legion of Merit, the Meritorious Service Medal (four awards), the Navy Commendation Medal (two awards), and the Navy Achievement Medal. □

## Paige

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Admirals Blair (CINCPAC) and Fargo (CINCPACFLT), who witnessed this exciting event, were pre-briefed by two EDs (CDRs Kris Biggs and Sheila Patterson)–both of whom did an outstanding job.

Other examples of incredible contribution to our Navy and our nation, being made daily by our combat system and C4I EDs include:

- SEA 53's groundbreaking work in Battle Group interoperability;
- Navy's selection as the Joint Single Integrated Air Picture (SIAP) Systems Engineer;
- The tremendous operational performance of PMA 282's Tomahawk Weapons System throughout the 90's; and
- SPAWAR's success in turning IT-21 from an idea to a system the fleet demands on it's deploying ships.

The jobs available cover the gamut of responsibilities: science and technology; systems engineering and development; integration; T&E; life cycle support; and program management. They address U.S. Navy systems, of course, but we are also increasingly taking on a variety of International initiatives...which have gone far beyond the traditional FMS models!

Key to our ability to do justice to these and all our vital roles, is the career development and mentoring of all of our officers... Lieutenants through Captains. To that end, I urge you all to consider yourself a mentor to at least one other ED (and more would be great). I also urge you to properly prepare yourself to serve as a mentor—one of the best ways is to serve as a member of a selection board**.** THIS NEEDS TO BE ONE OF YOUR HIGHEST PRIORITIES. And there's a side benefit: you will benefit, both personally and professionally.

The Navy's future depends on warfighting capability based in complex systems and sophisticated technologies. If not engineered or managed properly, these types of systems too often mean headaches to our Sailors... or worse. EDs have the ability, the experience and the responsibility, in my opinion, to deliver not just a collection of systems, but powerful combat capability, to the Fleet.

The need for technical leadership in this most exciting field is real and is growing. I would be delighted to discuss career opportunities in combat system engineering with any interested ED, anytime!

## Nanos

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Corporation, and they allow for more synergy between headquarters and our field activities, and for more interchange of ideas.

We already had a great strategic plan when I came to NAVSEA, but we needed to figure out what we were going to do with that strategic plan, and we needed to start executing the issues and programs necessary to make it work. Over the two years I've been here, we've gone through a period of developing policies and procedures for managing our business here at NAVSEA. We've done corporate business planning with our Warfare Centers and shipyards; we've done OM&N reviews; we've set up management processes to deal with our day-to-day work.

At Commander's Forum IX, we reexamined our corporate plan, not because we thought it was flawed, but because we'd taken this strategic plan all the way through business planning, all the way through our business processes. We needed to go back to the beginning to see what we'd learned on the path that we'd taken over the last couple of years, and make the changes we needed to make to better integrate the plan with where we'd come from and where we're going. And that's what all successful organizations do—they set up a vision, they go out and take that vision to the real world, they work it for awhile, and then they go back to their corporate vision, their corporate plan, and ask themselves, "What have we learned? Are there any changes we need to make?"

So in addition to discussing and working through our initiatives and our critical-few challenges which are always part of each Forum's agenda, we refined our corporate strategy. We redefined our mission: Keeping *America's Navy #1 in the World...by providing the Navy operationally superior and affordable ships, systems, and ordnance throughout their life cycle...for today, for tomorrow, for the Navy after next*. We redefined our vision*: A unified NAVSEA Corporation providing the world's best technical, acquisition, and life cycle support leadership*. We determined our guiding principles: Think Fleet... Workforce Excellence... Corporate Teamwork... Principled Leadership. And we outlined our goals—People... Customers...Knowledge Management...Business Processes... Engineering... Future Concepts... Integrated Product Support—and came up with strategies to accomplish those goals.

RADM Carnevale, now N43 at CINCLANTFLT, and Mr. Bill Ryzewic, N43A at CINCPACFLT, represented our Fleet customers at the Forum. Both expressed support for NAVSEA's improved planning and maintenance process, but they also noted some important concerns we need to consider in the future. Industry was represented by our guest speaker, Mr. Mike Daprile, Vice President for manufacturing at Toyota USA's Kentucky plant. He presented an insightful view of process engineering in production and Toyota's total product engineering process—and left us with much food for thought. Our Keynote speaker at the Forum was VADM Art Cebrowski, the president of the War College who challenged us in how we think about the future Navy.

I plan to keep up the practice at future Forums of focusing on the critical issues facing NAVSEA and the Navy, interacting among ourselves and planning at the corporate level, hearing from our customers, and taking advantage of learning from the best that industry has to offer. Our Commander's Forum X is scheduled for October in San Diego; Commander's Forum XI will be in February 2001 in Panama City, Florida.

So that's just a little bit about what's going on at NAVSEA today—where we're coming from, where we're going. Sure, we have some challenges ahead. Sure, we have some humps we need to get over—our headquarters' move to the Washington Navy Yard next year will be a big one. But we're ready to meet those challenges. And we'll get over those humps. And again I can tell you honestly; it is a great time to be an ED and a great time to be in NAVSEA. I am very proud to command an organization that's keeping America's Navy #1 in the World! □

***"HELP BRING AN ENGINEERING DUTY TRIBUTE TO THE U.S. NAVY MEMORIAL"***
***SEE PAGE 14***

## Circulation

*Continued from page 1*

not communicated your assignment preference to us recently or if your assignment desires or family situation has recently changed, now is the time to send off an e-mail to keep your record up to date. Every effort is made to meet your personal desires but we need to know what they are. Including a second and third preference is highly recommended. If you have special family needs, you should investigate the Exceptional Family Member (EFM) program to see if you qualify for enrollment. If you have a dependent in the program, you should ensure the information is current and all required periodic evaluations are complete.

All officers should plan to receive orders and rotate at PRD. If there is a need or a desire to stay in your job, a projected rotation date (PRD) extension request should be processed now. Although we try to avoid early rotations, some officers may need to move earlier than PRD to fill high priority requirements. Critical positions such as at-sea billets are filled first with contact reliefs. The plan is to have the job options determined and communicated to the officers by November 2000. Officers do their homework on the jobs and provide their personal preference. We then take the feedback from the officers and other sources, and based on the detailing triad, make the best decision. As always, the needs of the Navy will take priority. Our goal is to have the slate roughed out before the Christmas holidays and to provide orders in hand six months prior to transfer whenever possible.

***RADM James B. Hinkle, COMNAVPERSCOM, presents the quarterly "Pickle Award" to CDR Tim Atkinson, ED Detailer, Pers-445B. CDR Atkinson received the award for "extra-mile" customer service resulting in retention of junior officers.***

I want to take this opportunity to emphasize the great sea duty opportunities in our community. We have jobs as CHENG on CV/CVNs, RO on tenders and CSO on large deck amphibious ships and CVNs. EDs need to stay in tune with the problems and needs of the warfighters so we can perform our support roles to the Fleet. There is no better way to do that than to return to sea in one of these key jobs. No where else will you have the challenge and responsibility or receive such great job satisfaction. If you think I am talking like a detailer, don't take my word for it; talk to anyone who has had the job. If you have the performance and experience for the job, call your detailer and let him know you are interested.

I look forward to providing you quarterly updates on BUPERS issues and current events. Stop by and say hello if your travels bring you to Millington. □

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# SURFLANT EDs Making a Difference in the Fleet

*By CAPT Dwight D. Dew, COMNAVSURFLANT (N43)*

Engineering Duty Officers --- do you want a job with the self-satisfaction of making an immediate contribution to your shipmates afloat? Then ask for a tour on the COMNAVSURFLANT N43 maintenance staff. Our Face-the-Fleet jobs afford an early opportunity to touch the big picture. Our Type Desk Officers lead the Surface Proactive Maintenance analysis process and interface daily with NAVSEA/OPNAV as well as the operating fleet to make things happen.

Here is an executive overview of what we do. Our Mission and Vision is:

- Act as Ship's Force advocate.
- As part of the SURFLANT team, we provide mission ready ships to support the operating Fleet.
- We identify and review maintenance requirements and optimize ship material readiness across the Force.

Decisions are made at all levels of the CNSL N43 organization based on the impact to ship operations; combat readiness; the deckplate sailor; the taxpayer; the environment; and the law.

Since FY93 ship maintenance policy has been based on Condition Based Maintenance (CBM) diagnostics, inspections and tests to the maximum extent possible. Prior to that time the established policy was time directed ship maintenance. The CNSL Continuous Maintenance (CM) process has evolved through continuous improvement into its current integrated, mutually supporting elements (see Figure 1). A Total Quality Management approach is at the root of this evolution. CM is a four-pronged process that is the centerpiece of our maintenance strategy. The CM process stands on a foundation of utilizing existing Navy systems (CSMP,SCLSIS, ICMP, PMS, FMPMIS, the 3-M Database...) to continuously improve assessment documentation, planning and execution of required ship repairs and modernization.

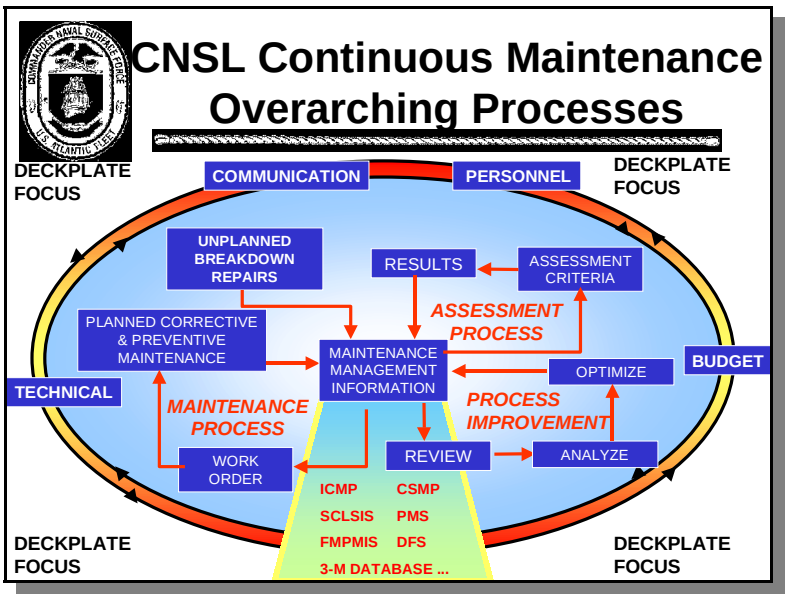


**Figure 1. N43 Continuous Maintenance (CM) process**

1. **Emergent Repairs** - COMSERVFORSIXTHFLT and the Readiness Support Groups (RSGs) are the initial POC for emergent repairs. Each has a designated geographical area of maintenance responsibility.

2. **Planned Repairs** - CNSL Type Desk Officers in conjunction with the Port Engineers and RSGs take a steady strain in prioritizing non-emergent "between-avail" depot repairs with other scheduled Depot availability repairs. The goal is to maintain/increase ship material readiness across the Force while decreasing impacts on the Deckplate Sailor.

3. **Systems and Equipment Material Assessment Team (SEMAT)** – At set intervals in the ship's Inter-Deployment Operational Cycle, the team assesses the material condition of each ship (active, reserve – CONUS and Overseas). Goal is to document all maintenance worthy work.

***When forced by events (such as the collision of the USS ARTHUR W. RADFORD (DD 968) with a Saudi tanker) staff duty can be hectic.***

See ***Difference***, page 14

## Difference

*Continued from page 13*

4. **Surface Proactive Maintenance (SPaM)** – an analysis process. This is a CNSL maintenance strategy to field a holistic solution to a system or equipment problem (i.e. eliminating the predominant root cause(s) for failure considering current planned repair strategy, Commerical Off The Shelf (COTS) and legacy modernization, parts availability, configuration management, training, operating procedures, culture, PMS, AIS). This process increases equipment/system reliability and coincidentally decreases lifecycle cost.

Surrounding the central CM Process are four supporting processes:

1. **Budget** - CNSL participates through CLF in the PPBS. It is not uncommon for CNSL ship maintenance execution budgets to dip as low as 70% of notional. The goal is to fully document Force maintenance requirements.

2. **N43 Personnel** - CNSL N43 staff is a robust mix of military (ED, LDO, Line), civil servants and contracted support. We are an empowered, customer-focused workforce.

3. **Communication** - CNSL maintenance web site (www.spear.navy.mil) provides information and is a N43 maintance resource/tool. Maintenance University familiarizes our crews with standardized CNSL maintenance processes. The N434 Quarterly Technical Newsletter is focused on technical, programmatic and operating procedures. Class and System advisory information can be found at (www.spear.navy.mil/resource/htm). The N43 HOWGOZIT messages focus on executive overview/updates.

4. **Technical Liaison** – the key elements are to: (1) document all non-conforming conditions in the TYCOM Departure From Specifications (DFS) system; (2) explore new technology implementation while tracking all prototype initiatives in the DFS system; (3) oversight of current trends/changes to shipboard Programs (e.g. shipboard QA, LOQM, FOQM, Electrical Safety, Diesel/Gas Turbine and Boiler inspection programs/ underwater ship husbandry/ PMS/habitability upgrades etc.); and (4) review of operating procedures for equipment and systems alignment □

***Sometimes persistance is the key, such as getting docking capabilities in Mayport. USS SPRUANCE (DD 963) is pictured entering Sustain this year. SPRUANCE is the first Mayport homported ship to be docked in homport since FY93.***

## Help Bring an Engineering Duty Tribute to the U.S. Navy Memorial

*By RADM Stephen S. Israel, NAVSEASYSCOM (SEA 00R)*

The senior ED, VADM G. Peter Nanos, USN, appointed RADM James Lisanby, USNR (Ret), and me to lead a Navy and industry wide effort to place a bronze relief sculpture representing the ED Community at the U.S. Navy Memorial, in Washington, D.C. This memorial honors all men and women who have served or will serve in the United States Navy.

The ED bronze sculpture will pay tribute to all those associated with Navy Engineering Duty. The existing 36" by 32" bronze sculptures portray the stories and messages of the other Navy communities; the artwork of the ED bronze will tell others about the Navy ED Officer. When Congress approved the Memorial it stipulated that all funding must come from private donations. It is now up to us to raise the funds for this recognition of the Navy ED Community.

I hope you will join me in supporting this worthwhile effort to recognize the Navy's Engineers. Your checks made payable to the 'U.S. Navy Memorial Foundation' should be sent to: 701 Pennsylvania Avenue, NW, Suite 123, Washington, DC 20004-2608. Don't forget to mark the info line on your check, "Navy ED." Gifts to the U.S. Navy Memorial Foundation are tax deductible. □

# TEAM SUBMARINE: Growing Workload

*By LCDR David T. Bishop, PEO SUB (PMS 450T24)*

About 20% of all ED billets are in acquisition and program management at the Naval Sea Systems Command (NAVSEA). Of these billets, roughly 20 % (5 % of all EDs) are allocated to "Team Submarine." Team Submarine is responsible for:

- Applied submarine research
- Acquisition of "next generation" submarines, ship systems, and combat systems
- Submarine fleet modernization
- Submarine safety
- Submarine fleet support (both logistical and technical)

This article will identify the Team Submarine acquisition program offices and the billets that are available to submarine EDs that aspire to be Major Program Managers [Major Program Managers are competitively selected from both ED and Acquisition Professional (AP) communities per DAWIA guidelines].

**Submarine Directorate (SEA 92)**

The first of the two major groups in Team Submarine is the Submarine Directorate, SEA 92. The Submarine Directorate contains two program offices that manage mature submarine platforms and several supporting codes that provide total ownership support to all submarine platforms and systems. The first program office is the Strategic and Attack Submarine Program Office (PMS 392), the single focal point within NAVSEA for in-service submarines, fleet requirements, and fleet support. Billets include the program manager (O6), three assistant program managers (O5s), and two project officers (O4s). The second is the Deep Submergence Systems Program Office (PMS 395), whose mission is research, development, acquisition, and life cycle support of the Navy's manned/unmanned deep submergence, ocean engineering, and advanced special warfare vehicle systems. Billets include the program manager (O6) and two assistant program managers (O5 and O4).

**Program Executive Officer – Submarines (PEO-SUB)**

PEO-SUB's responsibility is for new and emerging submarines and submarine systems, over which he has design, acquisition, and in-service support responsibility and management accountability.

The VIRGINIA Program Office (PMS 450) is responsible for delivering multi-mission capable VIRGINIA Class submarines. Billets available to EDs include the program manager (O6), two assistant program managers (O6 and O5), four project officers (O5s and O4s). The SEAWOLF Program Office (PMS 350) is responsible for the acquisition and life cycle support of the three SEAWOLF Class submarines. ED billets include the program manager (O6), two assistant program managers (O5s) and two project officers (O4s).

In the Combat Systems area there are five program offices. The first is the Warfare Systems Engineering Program Office (PMS 401), responsible for managing a common submarine force combat system architecture across all submarine platforms. Billets include the program manager (O6) and two assistant program managers (O5s). The second is the Submarine Combat Systems Program Office (PMS 425), responsible for submarine combat system acquisition and life cycle support. Billets include the program manager (O6) and one assistant program manager (O5). The third is the Submarine Sensor Systems Program Office (PMS 435), responsible for acquisition and life cycle support of submarine sensors. The billet there is the program manager (O6). Two recent additions to Team Submarine are the Undersea Weapons Program Office (PMS 404) and the Undersea Defensive Warfare Systems Program Office (PMS 415). Billets for both programs include the program manager (O6) and a project officer (O4) in PMS 404.

Program Management within the submarine community is a growth industry. Future articles will expand on individual program offices, current issues that compose the typical workload expected inside a program and the scope of responsibilities held by EDs within the program office. □

# An ED Working in Ice??

By CDR Alfred O. "Al" Gaiser, NAVSEA (PMS 373)

*CDR Al Gaiser at the bow of USCGC HEALY on the Ice in Baffin Bay [Photo courtesy of HEALY Ice Trial Team]*

For the past several years, I have had the unique opportunity of being assigned to the joint Navy/Coast Guard Polar Icebreaker Program Office, PMS 373 in NAVSEA. Working as Test and Trial Director for the new construction project USCGC HEALY (WAGB-20), I had a once-in-a-lifetime chance to perform an icebreaker ice trial in the Eastern Arctic. Built by the Navy, operated by the Coast Guard and used by Arctic scientists, HEALY is a 420-ft, 16,000 LT cutter specifically designed for Arctic research. The ship operates with an AC/AC Cycloconverter propulsion system with an integrated bridge (a first for a US ship) and has a crew size of 67 personnel (minimal manning concept that is actually in place and working). The ship is designed to operate in –50 F temperatures without any degradation in any topside deck equipment. Built at Avondale Industries, HEALY was delivered to the Navy and turned over to the Coast Guard in November 1999. Following delivery, HEALY proceeded to the Caribbean to conduct warm water testing of the installed bottom mapping sonar and other science equipment. The warm water testing was completed in February, followed by HEALY proceeding north to begin her Ice Trials in Baffin Bay near the coast of Baffin Island.

HEALY's Ice Trial was designed to evaluate the cutter's ability to operate in the Arctic with special attention to three areas: icebreaking and maneuvering, hull strength and propulsion plant operation, and science equipment/systems operation. The execution of these trials began in Halifax, Nova Scotia on March 30, 2000 where the first group of trial riders (myself included) boarded the ship for six weeks of icebreaking tests. From Halifax, HEALY first entered ice off the coast of Labrador and continued to proceed up through the Davis Strait into Baffin Bay. During my time on board we concentrated on Icebreaking capability and hull & propulsion plant performance tests. The key to executing these tests was to find the right ice conditions (prior to joining PMS 373, the only ice I knew of was that used for liquid beverages). To break ice, the thrust generated by the propellers pushes the bow over the ice and the weight of the ship forces the ice to crack and finally break. For very thick ice, the ship will ram into the ice at full power, back away and then ram again until the ice gives way. HEALY was designed to break 4.5 ft of level 100 psi ice continuously at 3 knots. She also was designed to break 8 ft of level 100 psi ice by backing and ramming. To successfully test HEALY, we were required to find large level floes of first year ice having a thickness at least 3 ft and be no less than 10 miles in diameter. Additionally, we wanted to test the ship in pressure ridges and multi-year ice greater than 6 ft thick.

*Twenty-nine foot pressure ridge HEALY broke through. [Photo courtesy of HEALY Ice Trial Team]*

Throughout the ice trial, we located numerous large level first year floes acceptable for testing ranging from 2.7 ft to 6 ft thick.The preliminary results from the level ice tests demonstrated HEALY has the ability to break 5.5 ft of ice continuously at 2.6 knots. In 3.25 ft of ice, the ship can break ice

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# ICE

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Continuously at 9 knots. From the turning circle and K-turn tests in 3 ft thick ice, HEALY had shown exceptional maneuvering ability. Clearly, the results of the level ice tests we conducted indicated HEALY's icebreaking performance exceeded expectations.

In addition to level ice testing, we also conducted several tests in pressure ridges and multi-year floes to identify the icebreaking limits for backing and ramming. In between the level floes in Baffin Bay, there were large pressure ridges and rubble fields. The largest ridge HEALY broke through was 29 ft thick. It took three backing and ramming evolutions to crack this ridge with the ship penetrating 1/3 a ship length with each try. The results of these tests indicated HEALY's heavy icebreaking capability is well above the 8-ft level ice requirement.

As an icebreaker, HEALY's performance was outstanding. During the six weeks of icebreaking tests, we were able to fully evaluate the ship's capabilities in Arctic ice. Strength of the hull, shaft and rudders were carefully evaluated and proven to meet specification requirements. Milling of ice pieces by the propellers the size of Volkswagens did not hinder ship's performance and the electric drive propulsion plant proved to be highly effective for icebreaking operations.

***USCGC HEALY breaking ice in Baffin Bay (Photo courtesy of Ice Trial Team]***

Working in the Arctic provided a true lesson in cold temperatures. Throughout the trial, temperatures stayed well below freezing with periods of extreme cold (- 30 F) during the strong storms that passed over us while in the ice pack. Having been issued extreme cold weather clothing, the below freezing temperatures were almost acceptable when working outside. In addition to the cold, another feature of being at the Arctic Circle in the spring is the noticeable increase in daylight. During the six weeks of icebreaking tests, daylight was well in excess of 12 hours and increased daily.


***Ice Trial Team on the ice 19 April 2000 [Photo courtesy of Ice Trail Team]***

Several times during the trial we were granted Ice Liberty while the cutter was hove to in the ice. For Ice Liberty, the crew lowered the brow onto the ice and posted several armed bear watches around a set perimeter. Once the area was deemed safe, all personnel not on watch could leave the cutter and go down onto the ice. Getting Ice Liberty provided a good relief from testing for the trial team and ship's crew. Our Inuit guides showed us how to make an ice shelter and provided many details on Arctic survival. Several ad-hoc foot ball games took place and one brave soul even jogged (trying to jog in heavy boots is above and beyond PRT requirements).

We did spot numerous polar bears throughout the trial and several of them came extremely close to the ship. In addition to the bears, we did see plenty of ring and harp seals, narwhales and arctic gulls. While all the wildlife was interesting to see, the polar bears did catch everyone's attention (especially when personnel were on the ice).

To date, the first two objectives for HEALY's Ice Trial were completed on May 21, 2000. HEALY proceeded to St. John's, Newfoundland to refuel and for some R&R. In June, HEALY will again head to Baffin Bay to complete the science systems/equipment testing por-

See ***ICE***, page 18

# An ED's Overview of CNO's Strategic Studies Group

*By CAPT Charles H. "Chuck" Goddard, SSG*

I have had a blast serving as a CNO Fellow on the Strategic Studies Group (SSG). It has been a superb opportunity to refresh professional knowledge, interact with current and future leaders, and help to create the future vision for our Navy. RADM Yount was correct when he informed me of my selection and stated I was going to one of the best assignments in the Navy.

The SSG is located at the Naval War College in Newport, Rhode Island. The SSG is tasked by and reports directly to the CNO. Established in 1981 to develop a cadre of future naval leaders well versed in strategic concepts and their implications for naval warfighting, the early SSGs were instrumental in development of the Maritime Strategy. This success transformed the Group into a focal point for developing strategic and operational naval concepts.

The CNO personally selects six Navy officers (O6) and invites the Commandants of the Marine Corps and Coast Guard to nominate officers to serve 10 months as Fellows. Of these, many have been selected for flag rank and assumed even larger leadership roles throughout the Navy, including ADM Johnson and VADM Cebrowski. In addition to the Fellows, six Associates (O3, O4) are selected from NPGS and the War College.

***CAPT Goddard's next duty assignment will be Executive Assistant to COMNAVSEA.***

The SSG is focused on the generation of revolutionary naval warfare concepts. The SSG accomplishes that mission by:

- Identifying future warfare challenges within a theme provided by the CNO
- Generating revolutionary warfighting concepts
- Underpinning these concepts with technologies
- Conducting preliminary analyses
- Recommending, directly to the CNO, actions to develop these concepts

The ultimate goals of the SSG are to foster a Navy-wide culture in innovation and to develop warfighting breakthroughs for the future.

I am the third ED to serve on the SSG. The first was CAPT Doug Rau, Commanding Officer of the Naval Research Lab, who was instrumental in advancing conditioned based maintenance and creating the concept of cognitive maintenance. CAPT John Geary, AEGIS Technical Director, was a Fellow on last year's Group that generated the revolutionary concept "Sea Strike… Attacking Land Targets from the Sea". The CNO has directed my Group to focus our research in the areas of assuring access as well as sustainment for our future forces.

EDs bring unique skills to the SSG. Our technical accume and system engineering skills enable us to lead innovation teams and integrate across teams to generate total system concepts. I am co-leading the sustainment team as well as heading an effort to design a revolutionary new Force Architecture for our future Navy. This has enabled me to work closely with industry, advanced concepts groups at the various systems commands, and with junior EDs attending MIT and NPGS.

As I said in the opening, this has been a blast. Think about serving on the SSG as a Fellow or as an Associate Fellow and join in creating the future vision for the Navy. □

# ICE

*Continued from page 17*

tion of the Ice Trials which is scheduled to last four weeks. Arctic scientists and technicians are conducting this portion of testing. Once Ice Trial tests are completed, the ship will proceed farther north and transit the North West Passage to her homeport in Seattle, WA.

As for my time on board HEALY, I truly enjoyed the experience and must say that it was one of the most memorable times I have had as an ED. □

# Norfolk NAVSHIPYD Serves as Triple "A" to the Fleet

*By LCDR Charles E. "Chuck" Baker, Jr., Norfolk Naval Shipyard*

Norfolk Naval Shipyard (NNSY) fixes "Any ship, anywhere and anytime". A walk around the waterfront proves it. This quarter the Oldest Navy Shipyard is covering the spectrum of repairs with our simultaneous Carrier, Submarine and Amphibious Class Ship repairs and overhauls. NNSY has 27 Engineering Duty Officers actively engaged in all aspects of ship maintenance from waterfront execution to engineering and planning to business office financial management. This quarter, NNSY spotlights the work on the waterfront.

NNSY attacked it's first ERO in nearly a decade when it began Fast Start on the USS SAN FRANCISCO (SSN 711) on 1 May. CDR Stephen Iwanowicz, Project Superintendent for USS BOISE and USS MONTPELIER DSRAs, was the Work Integration Leader (WIL) in the planning phase of this nearly 300,000 ManDay marathon task. He turned over WIL to LT Greg Greseth who is managing over $16M of contracted work, several Alteration Installation Teams, (AITs), and is the focal point and interface for Ship's Force work. All eyes will be on SAN FRANCISCO over the next two years, as it will set the standard for future submarine nuclear refueling overhauls.

On the USS THEODORE ROOSEVELT (CVN 71) (TR) Planned Incremental Availability (PIA), Deputy Project Superintendent CDR Mark Whitney reports the ship is now in the final weeks of her six month, 150,000 manday availability here at NNSY. LCDR Mark Eakes, TR's Work Integration Leader has supervised approximately 56 contractors working onboard with no major problems. Work Integration is a challenging job, which coordinates all non-shipyard work through out the availability, and so far has been highly effective due to constant communications and working to a common goal. LCDR Dennis Florence, TR's Habitability Integration Leader, coordinates all habitability related work, a daunting task with a crew of 3,000 living onboard! Everybody is working hard to get TR to sea trials on 26 June 2000 in order to be back prior to the 4th of July weekend.

***LCDR Mark Eakes (left) conferring with contractors aboard USS THEODORE ROOSEVELT (CVN 71) [Photo courtesy of Norfolk Naval Shipyard]***

LCDR Mark Thornell is an Assistant Project Superintendent on the USS NEWPORT NEWS DMP, the first Submarine DMP at NNSY in nine years and the first availability at NNSY to work to the new Submarine Baseline Project Management Plan. Off to a fast start and ahead of schedule, the team is coordinating numerous major equipment repairs and substantial modernization alterations. LCDR Thornell, CWO3 David Tomlinson and ENS Mike Davis form the projects Work Integration Team managing all contract work from more than ten different Sponsors. The NEWPORT NEWS Project Team is setting new standards in every area while they define the new Submarine DMP processes at NNSY.

See ***Triple "A",*** page 22

***LCDR Mark Thornell (left) inside a stern ballast tank aboard USS NEWPORT NEWS (SSN 750) [Photo courtesy of Norfolk Naval Shipyard]***

# NSWCD Carderock Provides Cradle-to-Grave Support

By CDR Steven A. Parks and LT Alan G. Moore, NSWCD Carderock

The Carderock Division of the Naval Surface Warfare Center is the Navy's center of excellence for ships and ship systems. With two major sites, West Bethesda, Maryland and Philadelphia, Pennsylvania, Carderock's unique laboratories and test facilities throughout the United States have been at the forefront of technologies vital to the success of the Navy and the maritime industry for more than a century.

As a major field activity of the Naval Sea Systems Command, Carderock provides cradle-to-grave support for surface ships and submarines. In addition, the Division is uniquely chartered by Congress to support America's maritime industry. In its leadership role, Carderock links technology to applications for the Navy and the maritime industry in:

- Ship systems and logistics R&D
- Hydrodynamics
- Ship survivability, structures and materials
- Ship signatures
- Ship machinery research and development
- Ship machinery engineering

The Carderock Division consists of 3,800 scientists, engineers, and support personnel working in more than 40 disciplines ranging from applied science to in-service engineering. Engineering Duty Officers serve in challenging positions throughout the Division. There are two command positions: Division Commander and Commanding Officer, Ship Systems Engineering Station (NSWCSHSES).

Junior EDs serve as General Project Officers (GPO) or Research Project Officers (RPO). A GPO/RPO billet is extremely flexible. Opportunities exist to manage projects within any of Carderock's technical directorates or to be assigned temporary duty at NAVSEA Headquarters or within ship and submarine program offices. Some Project Officers are leading complex ship installations all over the world. This flexibility allows experience tours in any of a number of DAWIA career fields and makes Carderock an excellent command in which to pursue EDQP.

More senior EDs have the opportunity to serve as the OIC of the Acoustic Research Detachment in Bayview, Idaho, (incumbent CDR David Pierce), the XO of the NSWCSHSES in Philadelphia (incumbent LCDR Joe Yusician), or the Surface Ship Programs Dept. Head (incumbent CDR Steve Parks) within the Total Ship Systems Engineering Directorate. These positions offer significant responsibility to prepare EDs for eventual command.

Special assignments are also possible for EDs assigned to Carderock. The current Director of the Navy's Hydrodynamics/Hydromechanics Technology Center is an ED, LCDR Craig Merrill.

Advantages of a tour with the Carderock Division include management of challenging and significant technical programs, the opportunity to work with some of the finest scientists, engineers, and support personnel in the world, and the chance to serve as an OIC or XO of major facilities. If you are interested, please contact Captain John Preisel at (301) 227-1515 or visit our website at www.dt.navy.mil. □

*CDR David Pierce inspects an advanced sail model [Photo courtesy of NSWC Detachment Bayview ID]*

*LT Alan Moore prepares a model for testing [Photo courtesy of NSWCD Carderock MD]*

# MIT Graduates Class of 2000

*CAPT Raymond S. "Chip" McCord, MIT*

The Massachusetts Institute of Technology (MIT) offers a graduate program in Naval Construction and Engineering (Course XIII-A) intended for active duty officers in the U.S. Navy, U.S. Coast Guard and foreign navies who have been designated for specialization in the design, construction, and repair of naval ships. The curriculum prepares Navy, Coast Guard and foreign officers for careers in ship design and construction and is sponsored by Commander, Naval Sea Systems Command. Besides providing the officers a comprehensive education in naval engineering, emphasis is placed on these officers future roles as advocates for innovation in ship design and acquisition. All officers write a thesis and are encouraged towards research that supports the needs of the Navy or the Coast Guard. The course of study consists of both a two-year program, which leads to a Master of Science degree in Naval Architecture and Marine Engineering, and a three-year program, which leads to the degree of Naval Engineer.

The principal objective of both the two and three-year programs is to provide a broad, graduate level technical education for a career as a professional Naval Engineer with a ship orientation. In addition to concentrating on hydrodynamics, structures, and design, the curricula of both programs provide an appreciation for total ship engineering in a manner not covered by specialists in mechanical, electrical, structural, materials or nuclear engineering. This approach provides an academic background for individuals who will later occupy positions of influence and actively participate in the concept formulation, acquisition, design, construction/modernization, maintenance, and industrial support of large-scale ship system programs. The curriculum emphasizes ship design through a sequence of five subjects in this area. The capstone subject, "Projects in New Construction Naval Ship Design" provides each student with the opportunity to develop an original concept design of a naval ship combining innovative technologies with solid engineering skills.

***The 2000 MIT Naval Construction and Engineering graduates [Photo courtesy of MIT]***

There are two active-duty engineering officer faculty for the Naval Construction and Engineering program and 22 USN officer students currently attending MIT. The Hellenic Navy (4), Chilean Navy (2), Canadian Navy (1), Israeli Navy (1), and the US Coast Guard (2) also have students in the program. The Curriculum Officer, Captain Chip McCord, is appointed as a Professor of Naval Construction and Engineering. The Academic Officer, Lieutenant Commander Cliff. Whitcomb, is appointed as an Associate Professor of Naval Construction and Engineering. Officer students are admitted, and Navy faculty members are appointed, through normal MIT procedures. Upon graduation, students continue a 100 year tradition of providing the US Navy, Coast Guard, and foreign navies with the most capable naval engineers in the world. The Naval Construction and Engineering program is a model of voluntary collaboration for the mutual benefit of both MIT and the Navy. □

***LTs Chris Hanson, Joel Harbour and Trent Gooding with their entrant in the MIT "Great Boat Race." [Photo courtesy of MIT]***

# NSIPS Seeks Standarization

By Maria Lovasco-Tolleso, COMNAVRESFOR New Orleans Public Affairs

The Navy Standard Integrated Personnel System (NSIPS) is designed to standardize and consolidate multiple Navy personnel and pay field source data collection systems into a single integrated system for all active, reserve and retired personnel.

The NSIPS Program is organized under a Program Manager (PM), Captain Mark Moranville, who reports to the Program Executive Officer for Information Technology. NSIPS is a major AIS (ACAT 1AM) program. CAPT Moranville's program office (PEO/IT (PMP-1)) is located in New Orleans, LA. More than 230 contractors, government personnel, and military members work on NSIPS. There are four officer billets assigned to the program office, two O4 billets, one O5 billet, and one O6 billet.

The program was first fielded in February 2000 at all Navy Reserve sites and current plans call for the system to be fielded throughout the entire Navy during FY01.

*CAPT Moranville, PM , NSIPS*

Once NSIPS is promulgated throughout the Navy, it willoperate in personnel and pay offices ashore and afloat in over 800 locations. The system will act as the Navy's single-source for up-to-date personnel information in peacetime as well as during partial and full mobilization.

The four aging systems it replaces are the Reserve Standard Training, Administration and Readiness Support (RSTARS), the Uniform Microcomputer Disbursing System (UMIDS), the Diary Message Reporting System (DMRS) and the Source Data System (SDS). It will interface with the Defense Joint Military Pay System (DJMS) for pay functionality.

This system is primarily a software development program using commercial-off-the-shelf (COTS) human resources (HR) software. It is the first large scale Navy personnel program to be based on a COTS HR software package. NSIPS will use commercial hardware and existing Navy and DOD data processing and communications infrastructure to the maximum extent possible. In particular NSIPS will integrate its design requirements with the Information Technology for the 21st Century (IT-21) initiative and the Navy Marine Corps Intranet (NMCI) to fully exploit these initiatives and their infrastructure.

The PEO/IT NSIPS PM is an 1100 Captain billet. □

# Triple "A"

*Continued from page 19*

Another mainstay at Norfolk Naval Shipyard is our continued maintenance and modernization of the "Big Deck" Amphibious LHAs and LHDs. CDR Jon Barnes is the Deputy Project Superintendent on this highly successful dry-docking of USS KEARSARGE Drydocking Phased Maintenance Availability. Springboarding from the success of this availability, LCDR Jay Bitting, Work Integration Leader spearheaded the efforts to standardize our work processes on the Amphibious Ships by forming an "L-Team", similar in concept to the Carrier Team One organization in place at NNSY and Newport News Shipbuilding. The L-Team will be using the KEARSARGE Project Team as it's baseline and will bring on a second Project Management Team to round out the organization. By developing a stable management team for working LHAs and LHDs, the shipyard has committed itself to constant process improvement to ensure high quality work is accomplished on these highly visible SURFLANT assets.

CDR Iwanowicz and LCDR Baker are the former and current Reserve Officer Coordinators, respectively. They forged a solid team with over 20 EDs from four different USNR Commands. Working closely with NAVSEA 04 and the Senior Officers from each Command, NNSY assimilated the Officers into the shipyard's active waterfront, Project Management Teams.

On the horizon is the USS WASP, which is in final stages of planning now. LCDR Meg Green is onboard conducting ship checks while LT Steve Marino, at NNSY, coordinates the plethora of contractors to be working during the ships upcoming availability. We will track their progress next issue! □

# SUPSHIP Bath Focus on AEGIS Test Officer

By Pat Cavender, SUPSHIP Bath Public Affairs

The AEGIS Test Officer, LCDR Peter C. Lyle, is head of the AEGIS Test Team (ATT), which is comprised of approximately 160 individuals representing over 22 different organizations from both the private sector (civilian contractors), and public sector (government civilian employees). The charter of the AEGIS Test Team was established by the Aegis Shipbuilding Director (PMS 400) in 1977, which is now PEO Theater Surface Combatants (TSC). The charter directed the ATT to integrate, test, operate and maintain the AEGIS Combat System during a ship's new construction phase, which spans approximately 2-1/2 years from the time its keel is laid through sailaway to her homeport.

To support ship's sailaway, the Navy must formally accept custody of the vessel from the shipbuilder--Bath Iron Works (BIW). The acceptance of the vessel is based on the successful demonstration of the ship's material condition and system's operational performance during Acceptance Sea Trials. To achieve a satisfactory level of combat system operational performance, skilled craftsman, technical acumen, detailed test integration, close coordination and flexible efforts from all stakeholders is paramount.

At the heart of the combat system integration and testing efforts is the Master Test Sequence Network. The network is a logical schedule of test events, or stages, that begin with the Stage 2 testing of power supply and distributive cables. Closely followed by the Stage 3 initial "light off" of individual system components and building to the Stage 4, intrasystem level functional testing of the system components. Stage 5 testing is comprised of intersystem testing. At sea testing is first conducted while in-port, to whatever practical and safe extent, during Stage 6 dockside testing. Actual at-sea intersystem testing, such as SM2 missile firings, are performed during Stage 7 testing.

Besides the imaginable challenges of installing and testing the Aegis Combat System in a shipyard environment, integrating and training the crews of the pre-commissioning units can equally be challenging. On an average there may be three ships in various stages of system testing, based upon their respective new construction schedule. One ship may have just commenced system test (referred to as AEGIS Light Off), a second ship may be preparing for sea trials and a third ship readying for sailaway to her homeport. Each phase requires various approaches to supporting the respective crews, but the responsibility of the AEGIS Test Officer equates to being the Combat Systems Officer for a three DDG squadron.

***Helicopter landing onboard OSCAR AUSTIN (DDG 79) (PRECOMM). First ship of the class to have helicopter hanger accommodations. [Photo by Bath Iron Works, Corp.]***

One of the hallmarks of the PEO TSC AEGIS Shipbuilding Program is its constant goal of installing upgraded systems and introduction of state-of-the-art technology aboard its new construction destroyers. This goal is evident in the continuous development of the AEGIS Computer Program Baselines, and the associated equipment, particularly in the area of fielding commercially developed equipment.

***Firing from USS ARLEIGH BURKE (DDG 51) [Photo by Bath Iron Works, Corp.]***

The integration of newly fielded systems can be challenging, especially if land based integration testing is either unavailable or inadequate. Quite often the best "land based" test facility is the pre-commissioning ship tied to shipbuilder's pier, and sometimes it is the only test facility. Not only are the actual system interfaces available and integrated into an actual functioning system, but also on-site are the technical experts who provide invaluable insight and assistance in operating and troubleshooting discrepancies that are inevitably associated with new systems.

See ***AEGIS Test Officer***, page 26

# Big Ships in the Big Easy

*By LCDR Todd A. Mayfield, SUPSHIP New Orleans*

Do not think that the only things coming out of New Orleans are good food, good music and Mardi Gras. We are building some very significant ships down here in Bayou country. Strategic Sealift's T-AKR 300 Bob Hope class are among a number of outstanding large and small new construction platforms being built here. The program has introduced a new breed of Large Medium Speed Roll On/Roll Off (LMSR RO/RO) Ships designed to fulfill the transportation needs of the military in the 21st Century.

***Three ships (left to right) MENDONCA during inclining experiment, PILILAAU (T-AKR 304) and SEAY [Photo courtesy of SUPSHIP New Orleans]***

These 950 feet long cargo vessels, dwarfed in size only by aircraft carriers, are filling an urgent need for large capacity transport and pre-positioning of tanks, trucks, aircraft and other military equipment and supplies. Avondale will build a total of seven Strategic Sealift ships, each with a cargo capacity exceeding 380,000 square feet, a range of over 12,000 nautical miles and a speed of 24 knots. These ships are versatile, with loading capability from a stern ramp, port or stbd sideport ramp and large capacity cranes to load/offload equipment through the three large deck hatches. That gives BOB HOPE class vessels an amazing combined RO/RO time of 96 hours. With three Avondale vessels currently delivered, BOB HOPE class ships have quickly distinguished themselves during operations in Bosnia, Egypt and the Persian Gulf among others. They have also provided outstanding service during operations in CONUS and have taken part in patriotic celebrations such as Fleet Week in New York.

This project provides a unique opportunity for hard charging LCDR EDs to serve as Project Officer (PMR) of an ACAT 1 program working for the Supervisor of Shipbuilding New Orleans (SUPSHIP). Currently, LCDR George Bertsch is serving in this position.

Working closely with the contractor and our customers, the Military Sealift Command and the U. S. Army, we are providing the fleet with a large capacity, reliable and versatile platform ready for the challenges of the new millennium.

SUPSHIP New Orleans consists of 173 civilians and 15 military (8 EDs), supervising new construction contracts spread throughout the Gulf south area from Morgan City, LA to Gulfport, MS. These contracts involve construction of smaller craft including LCACs and PCs, as well as our ACAT 1 programs, which reside in New Orleans at Litton-Avondale Industries. These programs include LPD 17, scheduled to start production this summer and Strategic Sealift's T-AKR 300 Bob Hope class which has been in primary construction since 1994. □

***(Left to right) LCDR Todd Mayfield, LCDR Steven Debus and MR1(SW) Shawn Wiseman checking the docking position of MENDONCA. [Photo courtesy of SUPSHIP New Orleans]***

***LCDR Steven Debus (left) discusses docking procedures with an enlisted surveyor, MR1(SW) Shawn Wiseman. In the background: (left to right) MENDONCA (T-AKR 303) is conducting its inclining experiment. Our latest delivered ship USNS SEALY (T-AKR 302) is preparing for sailaway. [Photo courtesy of SUPSHIP New Orleans]***

# SUPSHIP Pascagoula Conducts Trials on New DDG

By Michael J. Zitko, SUPSHIP Pascagoula Public Affairs

SUPSHIP Pascagoula, under the command of CAPT Harry J. Rucker, in coordination with PEO TSC, led by AEGIS Shipbuilding Program Manager, CAPT Fred Parker, and Production Officer CDR Tom Schauder, and Ingalls Shipbuilding, conducted the first set of new construction sea trials on an Ingalls built Flight IIA ARLEIGH BURKE Class, during the spring of 2000. The ROOSEVELT (DDG 80) was underway three separate times, reverting to the original practice of AEGIS ships holding two sets of builder's trials prior to acceptance trial. This was planned due to the complexities involved on trials of a new flight of ship. ROOSEVELT performed well during all her underway trials. As always, the NAVSEA team was focused on meeting the demands of our ultimate customer, the Fleet. The ship's Prospective Commanding Officer, CDR Matthew Bobola, said, "The support provided by the entire SUPSHIP organization was invaluable. The technical experts identified all problems in advance and were able to correct or identify corrective measures well prior to Acceptance Trials. There were no surprises during the Board of Inspection and Survey (INSURV) inspection. The corporate knowledge resident in Pascagoula was pivotal to the success of the trials."

ROOSEVELT's first underway, Trial Alpha, took place on 29 February-1 March 2000. Events conducted included a variety of hull, mechanical, and electrical testing. Full power run, steering system demonstration, anchor handling demonstration, and habitability demonstrations. Selected Combat Systems testing also occurred. Most notables was a demonstration of "Kingfisher," a mine detection mode of the A/N SQS-53C bow mounted sonar. Kingfisher was able to correctly locate all the buoys in the Pascagoula channel, identifying them as mine-like objects. Also, ROOSEVELT's sonar self noise was among the best ever seen in Pascagoula. Commander Paul Catsburg, Canadian Navy, the AEGIS Production Officer at SUPSHIP, said " The exceptional performance of the ship during the initial trials is a major achievement given the redesign and enhanced capabilities inherent in the new Flight IIA ships. Over the last three years the SUPSHIP and Ingalls Teams have risen to the challenge and produced a world class warship; one that is extremely versatile and mission capable. This powerful ship will undoubtedly serve the U.S. Navy well when it enters the Fleet in the very near future."

The second of builder's trial took place 28-30 March 2000. Trial Bravo's focus was the firings of a SM-2 missile, CIWS, 5-inch gun, and chaff, and the operation of the aviation facilities. Several VIPs, including VADM Pete Nanos, COMNAVSEA, and RADM Dale Baugh, NAVSEA 04, were on board for the missile firing. ROOSEVELT achieved a target intercept at 27 miles and 20,000 feet down range. During the entire missile exercise, the new Baseline 6 phase 1 AEGIS Weapon System program supported the safe, effective employment of the SM-2 missile. LCDR Mark Vandroff, the AEGIS Test Officer at SUPSHIP, said "This demonstration of the AEGIS Weapon System is a significant step forward on the path to Theater Ballistic Defense capabilities being fielded on AEGIS ships using Commercial Off the Shelf (COTS) technology. This is a team victory; NAVSEA activities, both SUPSHIP and NSWCs, together with PEO TSC, Ingalls, Lockheed-Martin,

See ***Trials on New DDG,*** page 26

***ROOSEVELT (DDG 80) (PRECOMM) Trial Bravo, 27 March 2000, Missile Firing [Photo by Ingalls Shipbuilding]***

***View of ROOSEVELT (DDG 80) (PRECOMM) directly astern [Photo by Ingalls Shipbuilding]***

## Baugh

*Continued from page 9*

headquarters have had a profound impact on ED's careers. Recently, one of my junior officers rotated to the field to earn his ED Dolphins and historically, senior officers rotate to headquarters prior to their next assignment as Commanding Officers of a Naval Shipyard or SUPSHIP. The reputation of EDs is impressive. They are respected and valued for their candor and disciplined approached to problem solving.

I'm excited the *ED Newsletter* is back in circulation. I look forward to the opportunity to use this forum to get to know each other, share with you my priorities on the job, and how SEA 04 is supporting the Fleet.

Let me close with this thought. Your leadership is critical for Keeping America's Navy #1 in the World. You're the ones who can influence change for maintaining ship and aircraft readiness. The personal example each and everyone of you set by your professional conduct and achievements is observed daily by other communities and not only facilitates the obtainment of our mission, but serves as a powerful recruitment tool. Until next time … □

## Trials on New DDG

*Continued from page 25*

and the fleet sailors of ROOSEVELT came together to make this happen. "

In addition to the ordnance firings, Trial Bravo included flight operation and aviation facilities demonstration using a SH-60B from HSL-42. The redesign of the Flight IIA ship includes the incorporation of twin helicopter hangars, additional ordnance stowage for Penguin and Hellfire missiles, extra accommodations for aviation personnel and all weather dual RAST systems. These systems and facilities were all satisfactorily demonstrated during the initial trials and were then groomed for presentation (to INSURV). The ship-borne helicopters and associated systems provide a major operational capability that will significantly enhance the warfighting ability of the AEGIS destroyers.

The trial process concluded 1-5 May 2000, with the completion of Acceptance Trials. After two sets of intense builder's trials, ROOSEVELT was ready for demonstration to INSURV. The week long trial included two days of inport testing, an underway day, and a day to "open and inspect" selected equipment. The President of INSURV, RADM William Schmidt, was on ROOSEVELT for the underway portion of the trial. All major underway-operational demonstrations were successfully completed. CDR Steve Metz, the AEGIS PMR for Pascagoula, attributes the success of the trials to the superb NAVSEA/AEGIS team coordination. "The Flight IIA improvements significantly enhance the warfighting capabilities of the ARLEIGH BURKE Class," he said. The successful trials on ROOSEVELT were typical of how the NAVSEA team in Pascagoula adheres to our corporate core values to deliver the highest quality warships to our Fleet customers. □

## AEGIS Test Officer

*Continued from page 23*

A recent accomplishment of the ATT was the successful integration and testing of the AEGIS Computer Program Baseline 6 Phase I (BL 6.1) on OSCAR AUSTIN (DDG 79). Aboard OSCAR AUSTIN, the moderate introduction of commercial off-the-shelf computer processing and equipment was made into the ship's combat system via BL 6.1. Also, introduced for the first time aboard an AEGIS Destroyer was the new capability to embark and integrate two SH-60 helicopters within the combat system suite. Both advents required extensive advance planning and coordinated efforts spearheaded by ATT.

Future challenges for the AEGIS Test Team will be the integration, testing and structural test firing of the Navy's first deployed 5 inch 62 caliber gun aboard WINSTON S. CHURCHILL (DDG 81). The 5"/62 gun will eventually support the extended range, guided 5 inch projectile. An additional challenge to ATT will be the introduction of the AEGIS Computer Program Baseline 6 Phase 3 (BL 6.3) aboard MCCAMPBELL (DDG 85). Again for the first time, BL 6.3 will bring Cooperative Engagement, Theater Ballistic Missile Defense and the Evolved Sea Sparrow Missile capabilities, aboard a guided missile destroyer. What will meet these future-testing challenges is the disciplined and coordinated approach, via integrated product teams, that ATT is undertaking during the advanced planning phases. The proficient and thorough system integration and testing will, coupled with thorough advanced planning, continue to deliver combatants, ready to go into harm's way, to the Navy.

LCDR Lyle said, "The AEGIS Test Officer position has to be one of the Navy's most dynamic jobs available to an Engineering Duty Officer. The opportunity to assist in delivering the world's most capable warship is unique in itself; but, added to this is the distinct privilege of leading a cohesive and dedicated group of professionals who have a common purpose, amounts to, arguably, the most satisfying job I have held." □

# Systems Engineering at SPAWARSYSCEN Charleston

By Connie Venning, SPAWARSYSCEN Charleston Public Affairs

One of the Engineering Duty Officer (ED) billets at the Space and Naval Warfare Systems Center Charleston (SPAWARSYCEN Chasn) is assigned to the Command's Chief Systems Engineer (Code 0E). The current incumbent is LT John C. Payne. This assignment as Assistant to the Chief Systems Engineer provides EDs technical, programmatic, and management experience. Many of the projects assigned to this office reach across the entire SPAWAR claimancy as well as other Systems Commands (SYSCOMs) and higher echelons such as the Assistant Secretary of the Navy for Research, Development and Acquisition (ASN RD&A). These tasks involve systems engineering, collaborative engineering, and modeling and simulation.

One of the key focus areas within SPAWARSYSCEN Chasn Chief Systems Engineer's office is End-to-End (ETE) Performance and Interoperability Tests (EPITs). This performance and testing effort attempts to replicate as closely as possible the integrated afloat and ashore Command, Control, Communications, Computers, Intelligence, Surveillance, and Reconnaissance (C4ISR) architecture in a distributed land-based laboratory environment. EDs contribute to this effort by providing the engineering and technical support to design, engineer and accomplish testing processes.

One of the primary duties for the ED assigned to the Chief Systems Engineer's Office is the C4ISR Functional Area Lead for the Naval Sea Systems Command's (NAVSEA) Distributed Engineering Plant (DEP) Battle Group Interoperability Test (BGIT) team. A Navy Alliance made up of surface, air, subsurface, and C4ISR components across all Navy SYSCOMs was formed and established the DEP. The main mission of the DEP is the execution of a BGIT for each Battle Group prior to deployment. This mission is accomplished by performing a shore based integration of most of the combat and C4ISR system elements that comprise the deploying Battle Group, detecting as many problems as possible and characterizing the capabilities and limitations of the Battle Group as a whole. The Chief Systems Engineers Office leads the execution of the C4ISR portion of the DEP BGITs.

EDs assigned to this office are critical to the management and oversight of the development of the Joint Maritime Tool for Interoperability Risk Assessment (JMTIRA). JMTIRA is a prototype tool to automate the risk assessment of integrated Navy C4ISR systems. As part of the development of JMTIRA, the notion of capturing functional threads and equipment strings has become a reality by using knowledge built from the Y2K ETE interoperability testing. As test histories become more complete, JMTIRA will provide expected results and risk assessments before any testing is done.

Finally, the Chief Systems Engineer is a member of the ASN RD&A's Technical Advisory Group (TAG). As part of this effort, EDs gain exposure to the C4ISR system requirements for Theater Ballistic Missile Defense, Time Critical Strike, and Land Attack mission areas. SPAWARSYSCEN Chasn Chief Systems Engineer is the lead for developing the systems architecture for Time Critical Strike. □

***Systems Integration...one of the many tasks assigned to Engineering Duty Officer, LT John C. Payne. [Photo courtesy of SPAWARSYSCEN Charleston]***

# FY-01 SELECTION BOARD RESULTS

## REAR ADMIRAL (LOWER HALF) SELECTEE

| | |
|---|---|
| SULLIVAN, PAUL E. | PEO SUB (PMS 450) |

## CAPTAINS SELECTEES

| | | | |
|---|---|---|---|
| BARBOUR, CARL S. | PRESINSURV S/D DET | GOMORI, MICHAEL A. | PH NAVSHIPYD |
| BAUN, LAWRENCE R. | CVN 68 USS NIMITZ | HAGGERTY, ALAN E. | PEO TSC (PMS 400B35T) |
| BOND, ROBERT E. L. | PEO TSC (PMS 422B4) | IVERSON, JONATHAN C. | CVN 69 USS EISENHOWER |
| BRADLEY, JOSEPPH M. | PSND NAVSHIPYD | KRUEGER, DAVID L. | SSP (SP 27) |
| BUCZYNSKI, PETER S. | SSFA CHANTILLY VA | LEWIS, DAVID H. | SUPSHIP BATH |
| DOTY, CHARLES V. | COMSUBLANT | PETERS, DANIEL J. | COMNAVSURFPAC |
| FALLONE, JOSEPH M. | PEO SUB (PMS 450T) | RAHALL, RONALD G. | OPNAV (N88) |
| FLYNN, TIMOTHY V. | SPAWARSYSCOM | STACKLEY, SEAN J. | ASSTSECNAV (RD&A) |
| GANNON, KEVIN P. | NAVSEA (SEA 05ZB) | TOWNSEND-MANNING, M. | NAVSEA (SEA 92Q) |
| GILBERTSON, MARK A. | NAVSEA (SEA 08) | VOIGT, ROBERT J. | USNA ANNAPOLIS |

## COMMANDER SELECTEES

| | | | |
|---|---|---|---|
| ALFARO, RAYMOND M. | COMSPAWARSYSCOM | KETTELL, KENT W. | PH NAVSHIPYD & IMF |
| ALHAMBRA, EDGAR M. | CRSG NORFOLK | KIESTLER, WILLIAM C. | PH NAVSHIPYD & IMF |
| ARATA, FRANK A. | PSND NAVSHIPYD | KRESTOS, DEAN M. | PEO TSC (PMS 400DPSA) |
| BAKER, CHARLES E. JR | NORVA NAVSHIPYD | LASOTA, CHARLES S. | NSWCD CRANE |
| BILLINGSLEY, ARTHUR | SPAWARCEN NORVA | LUNDBLAD, WARREN P. | NAVSEA (SEA 05L1B) |
| BRACCO, MARK D. | NORVA NAVSHIPYD | MADDOX, DOUGLAS L. | SUPSHIP NPT NEWS |
| BRODEUR, DAVID L. | PTS NAVSHIPYD | MAY, GARY L. | PEO TSC (PMS 400B3T) |
| CARLSON, SCOTT M. | ASSTSECNAV (RD&A) | PARKER, ROBERT E., JR. | COMSPAWARSYSCOM |
| COLEMAN, WILLIAM F. | CINCLANTFLT | REIMERS, STEPHEN P. | COMSC FAR EAST |
| CORBIN, DANIEL P. | PEO MUW (PMS 407) | SCHUPP, PETER E. | SUPSHIP PUGET SOUND |
| CROWE, CRAIG A. | SSP (SP 2023) | SEIGENTHALER, DANIEL | NAVSEA (PMS 378) |
| DAY, JOHN S. | PEO EXW (PMS 470TB) | SKOGERBOE, PAUL E. | SUPSHIP JAX |
| DEVOGEL, GREGORY F. | COMSPAWARSYSCOM | STANKO, MARK T. | SRF YOKOSUKA |
| DUNLAP, GARY H. | SUPSHIP GROTON | STEFANYSHYN-PIPER, H | NASA HOUSTON |
| EAKES, MARK W. | NORVA NAVSHIPYD | STETTLER, JEFFREY W. | NAVSEA (SEA 00C20) |
| ELKIN, LESLIE R. | COMSUBLANT | TERRY, KEVIN B. | SUPSHIP NPT NEWS |
| ESPINOSA, DANIEL C. | COMNAVAIRLANT | TORSIELLO, KEVIN A. | NAVSEA (SEA 05D4) |
| FOX, DAVID M. | COMSUBPAC | VICTORY, CHARLES W. | COMSPAWARSYSCOM |
| FULLER, LUTHER B., III | PTS NAVSHIPYD | WALDEN, BILLIE S. | NAVSEA (SEA 05P8) |
| GANNON, DENNIS M. | TRF KINGS BAY | WALDEN, CLEON A., JR. | NAVSEA (PMS 317P) |
| HAILEY, JEFFREY A. | COMNAVSURFPAC | WALKER, JOHN A. | NAVRECT REPGROTON |
| HARTMAN, RICHARD M. | NAVSEA (PMS 392A3C) | WATKINS, BRUCE E. | COMSPAWARSYSCOM |
| HOOVER, CLOYES R., JR | NAVSEA (SEA 53H21) | WIEGAND, MICHAEL J. | CV 64 USS CONSTELLATION |
| IACOVETTA, JOSEPH M. | COMSPAWARSYSCOM | YUSICIAN, JOSEPH | NSWCSHSES PHILA |

## CHANGE OF DUTY

| RANK | NAME | TO | REPORT DATE |
|---|---|---|---|
| CAPT(S) | BARBOUR, CARL R. | PRESINSURV S/D DET NORVA | 19 JUN 2000 |
| CAPT(S) | GOMORI, MICHAEL A. | PEARL HARBOR NAVSHIPYD | 20 JUN 2000 |
| CAPT | HERBEIN, DAVID S. | SUBMEPP PORTSMOUTH NH | 26 JUN 2000 |
| CAPT | HOTTEL, GLENN R. | CINCLANTFLT NORFOLK VA | 25 MAY 2000 |
| CAPT | LOUIE, CHUCK L. | SPAWARSYSCOM SAN DIEGO CA | 01 MAY 2000 |
| CAPT | MURPHY, THOMAS J. | COMNAVSURFLANT NORFOLK VA | 30 JUN 2000 |
| CAPT(S) | PETERS, DANIEL J. | COMNAVSURFPAC SAN DIEGO CA | 05 APR 2000 |
| CAPT | RENTZ, THOMAS R. | SPAWARSYSCEN SAN DIEGO CA | 08 MAY 2000 |
| CDR | BARENTINE, JOHN M. | CRSG NORFOLK VA | 01 JUN 2000 |
| CDR | BOURASSA, NEIL R. | PRESINSURV S/D DET NORVA | 23 JUN 2000 |
| CDR | CONNOLLY, EDWARD M. | NAVSEA (PMS 395) | 31 MAY 2000 |
| CDR | COUMES, JAMES M. | SUPSHIP NEW ORLEANS LA | 20 JUN 2000 |
| CDR | POWELL, MARK E. | USS LINCOLN (CVN 72) | 30 MAY 2000 |
| CDR(S) | SCHUPP, PETER E. | SUPSHIP PUGET SOUND | 21 JUN 2000 |
| CDR | SYCHTERZ, JOSEPH A. III | OPNAV (N814D) | 12 JUN 2000 |
| LCDR | DICKERSON, JAMES H. | FTSCLANT DET NAPLES IT | 01 MAY 2000 |
| LCDR | GEDRA, DAVID R. | SPAWARSYSCOM SAN DIEGO CA | 19 JUN 2000 |
| LCDR | HAMILTON, BRUCE H. | USS JOHN F. KENNEDY (CV 67) | 20 APR 2000 |
| LCDR | HOOKS, TODD A. | NORFOLK NAVSHIPYD | 02 JUN 2000 |
| LCDR | LEE, KYLE E. | PUGET SOUND NAVSHIPYD | 05 JUN 2000 |
| LCDR | PARK, JOHN J. | CJUSMAG SOUTH KOREA | 08 APR 2000 |
| LCDR(S) | PLATH, DARREN R. | PRESINSURV S/D DET NORVA | 06 JUN 2000 |
| LCDR | ROBB, DION A. | OPNAV (N612) | 06 JUN 2000 |
| LCDR | SANPEDRO, MIGUEL G. | SPAWARSYSCEN SAN DIEGO CA | 04 APR 2000 |
| LCDR | SCROFANI, JAMES W. | DIR STRSYSPROG WASH DC | 01 JUN 2000 |
| LCDR | TATE, WILLIAM R. | SW-RMC SAN DIEGO CA | 15 MAY 2000 |
| LT | DEMILLE, DAVID | RESUPSHIP INGLESIDE TX | 21 JUN 2000 |
| LT | GASKEY, GREGORY K. | PUGET SOUND NAVSHIPYD | 17 JUN 2000 |
| LT | GIBBONS, ANDREW S. | SIMA SAN DIEGO CA | 13 JUN 2000 |
| LT | MCCONNELL, RICHARD J. | NAVSHIPREPFAC YOKOSUKA JA | 10 JUN 2000 |
| LT | MEHLS, MICHAEL D. | NSWCD DAHLGREN VA | 16 JUN 2000 |
| LT | PHILLIPS, ROBERT D. | SUPSHIP NEWPORT NEWS VA | 05 JUN 2000 |
| LT | WALTERS, ALLAN R. | SUPSHIP SAN DIEGO CA | 05 JUN 2000 |

## CHANGES OF COMMAND

| DATE | COMMAND | OUTGOING | INCOMING |
|---|---|---|---|
| 27 APR 2000 | DIR STRSYSPROG | RADM JOHN F. SHIPYWAY | RADM DENNIS M. DWYER |
| 20 JUN 2000 | CO SUBMEPP PTS NH | CAPT PAUL C. JORGENSEN | CAPT DAVID S. HERBEIN |

## APRIL 2000 LATERAL TRANSFER BOARD SELECTEES

| RANK | NAME | CURRENT DUTY STATION |
|---|---|---|
| LCDR | ANDERSON, EMORY A., III | DON CHIEF OF INFORMATION WASHDC |
| LT | BUSCH, DANNY K. | COMNAVSPACECOM DAHLGREN VA |
| LT | CARROLL, CARLOS J. | NPTU CHARLESTON SC |
| LT | COLPO, DANIEL J. | STU NAVPGSCOL MONTEREY CA |
| LT | CUEVAS, ASSUNTA M. | STU NAVPGSCOL MONTEREY CA |
| LT | GEORGE, DANIELLE N. | STU NAVPGSCOL MONTEREY CA |
| LT | GRASDOCK, DARLENE K. | US NAVAL ACADEMY ANNAPOLIS MD |
| LT | HALLMAN, KATHERINE M. | COMOPTEVFOR NORFOLK VA |
| LT | HARDMAN, WILLIAM L. | NRPS SALT LAKE CITY UT |
| LT | JOHNSON, JAY J. | STU NAVPGSCOL MONTEREY CA |
| LT | JONES, BERNARD L. | ACU 4 LITTLE CREEK VA |
| LT | LASHOMB, PETER A. | STU NAVPGSCOL MONTEREY CA |
| LT | LEGERE, JERRY W. | MASS MARITIME ACADEMY BUZZARDS BAY |
| LT | LUNT, WILLIAM S. | USS BELLA WOODS (LHA 3) |
| LT | NEAL, DAVID D. | STU NAVPGSCOL MONTEREY CA |
| LCDR | RECK, VICTOR JR. | CNWDC NEWPORT RI |
| LTJG | REEVES, DEREK E. | USS D. COOK (DDG 75) |
| LT | RILEY, CHRISTOPHER G. | COMSUBLANT NCCS NORFOLK VA |
| LT | ROCHFORD, FRANCIS D. | NRPS EL PASO TX |
| LT | SAVERY, ARTHUR A. | SBU-12 SEA CORONADO CA |
| LT | SEXTON, NEIL G. | STU NAVPGSCOL MONTEREY CA |
| LT | SMITH, TRAVIS R. | FACSFAC SAN DIEGO CA |
| LTJG | STETLER, AARON M. | MCMRON 2 INGLESIDE TX |
| LCDR | SUAREZ, CARLOS M. | US NAVAL ACADEMY ANNAPOLIS MD |
| LTJG | TOUSE, MICHAEL P. | USS CHOSIN (CG 65) |

# Fair winds and following seas. . . . .

## COMMANDERS

| | | |
|---|---|---|
| BROTHERS, DANIEL G. | SPAWARSYSCOM | 01 APR 2000 |
| BUCKINGHAM, THOMAS M. | NSWCD DET ANNAPOLIS | 01 APR 2000 |
| GOODWIN, WILLIAM A. | OPNAV (N885) | 01 APR 2000 |
| LEWIS, ALAN D. | PEOSPACMSEN | 01 JUN 2000 |
| THOMPSON, CAROL A. | DARPA WASH DC | 01 JUN 2000 |

## LIEUTENANT COMMANDERS

| | | |
|---|---|---|
| COOPERWOOD, MICHAEL V. | DISA HQ | 11 APR 2000 |
| SCHIERLING, JOHN G. | SPAWARSYSCOM | 30 APR 2000 |
| FRANCIS, ROBERT M. | DISA HQ | 30 JUN 2000 |

## LIEUTENANT

| | | |
|---|---|---|
| ROBERT, JOSEPH R. | NORFOLK NAVSHIPYD | 30 JUN 2000 |

## I N M E M O R I A M

LCDR Michael V. Cooperwood, USN
24 Feb 1961 – 11 Apr 2000

The Engineering Duty Officer community was sadden to learn of the passing of LCDR Michael “Mike” Cooperwood. A native of Buffalo, NY, LCDR Cooperwood graduated from the University of South Carolina with a degree in Electrical Engineering in 1986. He lateral transferred to the ED community in May 1991. His first ED assignment was at SUPSHIP, San Diego, CA. In 1996, he obtained a masters degree in Electrical Engineering from the U.S. Naval Postgraduate School, Monterey, CA. LCDR Cooperwood had follow-on assignments at PEOSPACMSEN and on the staff of Chief of Naval Research, Arlington, VA. At the time of his death he was assigned to Defense Information Systems Agency (DISA) Headquarters, Arlington, VA. LCDR Cooperwood served as a Systems Engineer with the Advanced Information Technology Systems-Joint Project Office (AITS-JPO).

**ED NEWSLETTER**

NAVSEA NAVAL SEA SYSTEMS COMMAND

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